

David "Bull Dog" Smith



Professional Titles:

- President of the Kentucky Association of State Employees (KASE)
- Administrative Section Supervisor
- Unemployment Insurance Appeals Referee I
- Environmental Enforcement Specialist III
- Disability Adjudicator I
- Probation and Parole Officer
- Police Officer
- U.S. Army Military Police Officer

Agency (Cabinet/Department)

- Transportation Cabinet/Hearings and Fraud Verification
- Education Cabinet/Office of Employment and Training
- Health and Family Services Cabinet/DCBS/DDS
- Environmental Public Protection Cabinet/Office of Legal Services
- Justice Cabinet/Department of Corrections

Education:

Masters of Science in Business Communications with an emphasis in Organizational Leadership (MSBC) with 4.0 GPA (2014) – Spalding University

Bachelor of Science in Organizational Communication (2001)-Murray State University,
Member National Honor Society-Delta Sigma Rho-Tau Kappa Alpha

Awards:

- Julian Carroll Young Labor Leader Award Winner, 2012
- Nominated for Disability Determinations Rookie Examiner of the Year
- Graduated Second in New Orleans Police Academy Class, assigned to work Narcotics Task Force Team
- Selected to be member of BNSF systems operations safety test team
- Selected to be the Southwest region's liason for Operation Lifesaver and Operation on the Train programs

Professional Associations:

- Kentucky Association of State Employees (2005-present)
- Society of Human Resource Management (SHRM) (2014-present)
- Ten-Ure (Association for merit employees with 10 or more years of combined state service) (2013-present)
- Kentucky Transportation Employee Association (2012-present)
- Kentucky Association of Administrative Adjudicators (2008-2013)
- Veterans of Foreign Wars Lifetime Member (1999-present)
- Toastmasters International (1997-present)

Work Experience:

I have over 10 years experience as a state employee (all in the merit system) serving in the following agencies:

Transportation Cabinet-Division of Driver Licensing, Hearings and Fraud Verification

Education and Workforce Development Cabinet-Office of Employment and Training

Cabinet for Health and Family Services-Department of Community Based Services and
Department of Disability Determination

Environmental and Public Protection Cabinet-Office of Legal Services

Justice Cabinet-Department of Corrections, Probation and Parole

Murray State University-Division of Facilities Management

Why I am a candidate for the Personnel Board:

I am currently the President of the Kentucky Association of State Employees (KASE). As the president of the State Employees Association, I am familiar with the caseloads and procedures of the Personnel Board. My vast experience in advocating on behalf of state merit employees in all agencies with all manner of employee personnel issues and concerns has demonstrated that I have the knowledge and training to successfully assist state merit workers in winning cases at the Personnel Board level.

In addition, I am the Eastern Region Administrative Section Supervisor for the Division of Drivers Licensing Hearings and Fraud Verification Branch for the Transportation Cabinet. My duties require that I provide guidance on many of the regulations and statutes that affect my employees as well as every other state merit employee. As the President of the Kentucky Association of State Employees, I have worked with all state agencies regarding ALL issues relating to merit employees under KRS 18A and applicable administrative regulations. This includes, but is not limited to, EEO violations by state managers against merit employees, OSHA violations, disciplinary actions taken against state merit workers, grievances and appeals, demotions, reclassifications, time and attendance issues, wage and hour violations, and issues of unethical practices. This experience will enable me to represent state merit employees and their concerns before the Personnel Board.

In my current position as a Section Supervisor and also in my previous positions as a Supervisor, I am/was responsible for all aspects of the disciplinary process, including proper issuance of verbal and written reprimands, and various other disciplinary actions related to the Personnel/grievance and appeals process. This includes having to testify before the Personnel Board hearing officers. My unique position as President of the Kentucky Association of State Employees has afforded me the opportunity to gain knowledge about what really happens within the Personnel process and how it constantly negatively impacts state merit workers. I understand the need for state merit employees to truly be represented at the Personnel Board.

Additional Comments:

I totally agree that the Personnel Board is responsible for safeguarding the merit system and all that it should represent to protect state merit employees from poor management/leadership decisions. I advocate that it is the responsibility of the state employee representative on the Personnel Board to educate the appointed Personnel Board members about the realities of what state merit employees face on a daily basis in dealing with violations of their statutory and administrative rights. I have throughout the last 9 years been a public vocal advocate on behalf of state merit employees' rights. This includes initiating and holding rallies relating to pay raises and health care benefits, etc..

I whole heartedly agree that it is the job of the Personnel Board to be a way to seek justice when state merit employees' rights have been violated. As the President of the Kentucky Association of State Employees and as a Section Supervisor, I constantly work with and communicate directly with merit employees and agency leaders, including Secretaries, Deputy Secretaries, Commissioners, Deputy Commissioners, and Directors. I am and have proven to be available 24 hours a day, 7 days a week, and 365 days out of the year for merit employees to contact me when they are having personnel issues. Of recent, I have been a speaker and subject matter expert at the following:

- 2014 Ten-Ure Conference, Louisville
- 2014 Capital Rally for state employee pay raises, Frankfort
- 2013 Capital steps rally for state employee health care benefits, Frankfort
- 2013 Northern Kentucky Chapter of State Employee Retirees, Florence

As the "Bulldog":

"Protecting state merit employees and their jobs is my #1 Priority"

Follow my campaign on Facebook at
<https://www.facebook.com/DFSMITH4KYPBOARD?ref=hl>

Email me at: kaseky@yahoo.com